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TEAMSTER CONVOY DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

August 1992 #116

Your Dues Pay for It ...

Yager, Old Guard Going Crazy

Jack Yager, the chair of the Central Conference Policy Committee, held a rally of some 200 union officers on July 1 in Chicago to rant and rave against Ron Carey. And for good measure he also denounced TDU, the new International Reps, and even the AFL-CIO.

The meeting served no official or union-related purpose, but only served as a factional speech for Yager

and the other old guard Central Conference leaders. Keep in mind the officials who attend these do so at union expense.

The attacks on Carey were hot and heavy. Yager claimed Carey "will destroy the Teamsters" and "makes me puke" and is a "dictator." A major focus of attack was Carey's hiring of advisors and assistants from throughout the labor movement. Al-

though they come with top credentials, Yager said they "suck," apparently longing for those good old days when incompetents, multiple-salary specialists, and relatives always filled top union spots.

He attacked Carey's recent appointment of International Reps, and called upon locals to "keep them out" of their local unions.

And of course, he railed against TDU, with the accusation that "TDU members want to take over local unions." Heaven forbid that rank and file Teamsters might actually run for local office and win! TDU was accused of fronting for the Ford Foundation and the Moonies.

This pile of mindless attacks and lies was packaged as protecting "local autonomy," which is the old guard's code word for "business as usual."

What Election?

The old guard of the Central Conference, like much of the union hierarchy, refuses to recognize that there was a historic election last December. Ron Carey summed it up in a letter he sent to the local officers in the Central Conference just prior to Yager's Carey-bashing fest. Carey stated in that letter:

"I am an old Teamster, and damn



Jack Yager's Carey-bashing performance in Chicago recalled singer Leslie Gore's popular hit in the '60s, "It's My Party and I'll Cry If I Want To."

proud of my union. But let's be frank: the election last year fundamentally altered our union. Of course, change is difficult. It makes some people uneasy. They become more concerned

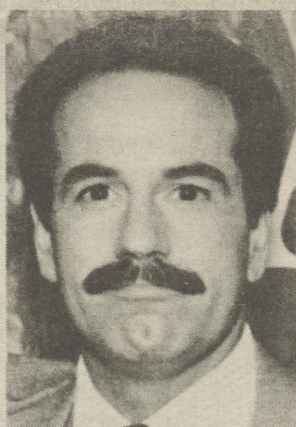
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TDU RANK & FILE CONVENTION

This year's TDU Convention in St. Louis (Oct. 23-25) will be a most important gathering of Teamsters. We must continue to organize the democratic caucus within the Teamsters union, support the new Carey administration, and help finish the job of reform. For the sake of our union and the membership, we must unite and move forward toward our common goals. See you in St. Louis.

If you're not yet a TDU member, please support us by sending in the form below today!

—Dan Campbell, recording secretary
Local 486, Saginaw, Mich.



JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone () _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production
☐ Other _____

Optional: Spouse's name _____

☐ \$30 membership fee for one year's membership & subscription to *Convoy Dispatch*.

☐ \$75 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$15 for spouses, retirees and Teamsters who gross less than \$12,000 a year.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date _____ / _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers and union officials. TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.

'Casualization' of Freight Industry

Thousands of regular Teamster jobs that could be added in the freight industry every year are lost due to weak enforcement of the casual clauses in the NMFA and supplements. The language is there, but stewards need training and support from their locals to make the contract work for the union. See special reports on casuals and policing the contract, and also on changes of operations at Yellow and Roadway, pages 6-7.

Teamsters for a Democratic Union
P.O. Box 10128
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(313) 842-2600

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This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form on this page.

LETTERS FROM OUR MEMBERS

New Ideas Should Not Be a Threat

Eastern Pennsylvania Joint Council 53 has passed a resolution which begins with a blanket declaration that "TDU is a cancer eating at the Teamsters" and ends with a plea to Ron Carey to preserve local autonomy.

TDU has fought against concessions, lowering of work standards, unfair grievances and unjust firings. We have worked for the reformation of our union and the right to have free, democratic elections. TDU has encouraged members to express themselves at union meetings and to participate in union matters—in short to be good trade unionists.

If these activities are viewed by JC 53 as cancerous, I find it comforting to know these people didn't become physicians. I was taught to help out fellow Teamsters whether they were members of TDU or not. Evidently this is an idea not shared by JC 53, and I question whether anyone who voted for this resolution can render fair and impartial representation to TDU members or anyone else who fights for workers' rights.

As to the autonomy question, I feel that in these times of union busting and cooperative management schemes we need to overlook provincialism and view the union as a whole entity. Large companies do not stop at local borders and change policy, and the union cannot afford to either.

It takes time for any team to learn to work together. The "New Teamsters" were elected with the promises of new ideas and tactics.

Carey Fundraiser

Southeast Texas Teamsters are sponsoring a fundraiser barbecue to help pay off the campaign debt of the Ron Carey Slate on Saturday, Aug. 8 at 1:30 p.m. in Houston. The event will take place at the IBEW Local 716 union hall at 1475 North Loop W. (I-610 at the Ella Blvd. exit). Besides Ron Carey, International VP Doug Mims from Atlanta will be in attendance. For more information call (713) 581-9537. Tickets are \$50.

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New ideas must be tried and not taken automatically as a threat to the old order.

JC 53 should see its activists and their ideas as an asset, not a cancer. This resolution, with its attack on TDU, is counter-productive and I hope it can be rescinded at their next meeting.

Tom O'Keefe
Local 229, CF
Scranton, Pa.

CF's 'Dignity' Undermines Union

One of the big team points of CF's EXCEL program is 100% employee dignity. Here is an example of how CF interprets "100% employee dignity."

At the CF consolidation center in Houston we have two sleeper operations, one to Mira Loma, Calif., and one that runs only in south Texas. In our work rules it states that sleeper teams will be able to pick sleeper units in order of their (senior team driver) seniority. This work rule is being interpreted by CF as follows: California sleeper teams will pick first, then Valley sleeper teams will pick their units.

My partner has 27 years seniority and I have eight, yet we have to wait until eight teams junior to us (there is only one driver senior to my partner or me on the California sleeper operation) pick their sleeper units before we are allowed to pick ours. Some California sleeper teams have fewer years seniority combined than I do alone, not to mention my partner's 27 years.

In my opinion CF is trying to show the junior men that seniority is not all that important and of little or no importance in their sleeper operations. As for our dignity in the eyes of our peers, there is none when a junior driver with one-year seniority can come in and tell a driver with 27 years seniority, "Hang in there, some day you, too, can drive a new sleeper. Maybe when we go on vaca-

tion or something like that."

Now here is an EXCELent example of team work—CF and the junior men undermining the solidarity of the men and the seniority system of the union at the same time. What do the hard-nose, old-time union men know anyway? "This is a new day and we have to take care of our company." CF said so in the EXCEL meeting.

Hugh J. Jordan
Local 988, CF
Houston

Newspaper Unions Must Share Info

We need to share information concerning the struggles the newspaper unions are facing across the country. Forewarned is forearmed. You can bet the employers share information and coordinate their efforts. We must do the same, only better.

Alfred A. Marchesi
Local 921
San Francisco Newspaper Agency

UPS Needs 25-and-Out Pension

I am concerned about decisions being made about our pensions and would like to voice my opinion.

We need a pension plan allowing 25 years and out with benefits. If you can withstand the manual labor and harassment at UPS for 25 years, you deserve a good pension. Actually, 20 years and out would be deserving, but let's pass 25-and-out on the next contract.

Bob Lovins
Local 217, UPS
Dyersburg, Tenn.

Learned From TDU

I have been in the Teamsters for 27 years. I have learned more from being in TDU the past few years than from my local in all those years. I have been active in my local and attended meetings on a regular basis.

Joe Dean Hewitt
Local 61, Carolina Freight
Maiden, N.C.

How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

Washington Office: 2000 P St., N.W., Suite 702, Washington, D.C., 20036. (202) 785-3707.

Western Organizer: Gail Sullivan, 5337 College Ave., Suite 458, Oakland, Calif. 94618 (510) 658-7159.

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 17-member International Steering Committee was elected in October 1991 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

THE NEW TEAMSTERS UNION

Rank & File Convention—Oct. 23-25, St. Louis

TDU Steering Committee Charts Course

The TDU International Steering Committee (ISC) met in June and will meet again in August as we chart a course in the New Teamsters Union. Our August meeting will take up plans for the upcoming TDU Rank & File Convention in St. Louis, Oct. 23-25. The ISC is elected for a one-year term at that convention.

The June meeting reviewed where TDU stands and where we stand as Teamsters. We've accomplished so much in the past three years, and especially in the IBT election, it is easy to be proud. But we spent no time boasting, and much time debating and planning.

Just one year ago, many TDU members and Teamsters felt there would be no need for TDU if the Ron Carey

slate won. But now, TDUs and many Teamsters are clear about the need for TDU and its historic role. A new leadership is a great start, but by itself, will not transform our union into what it should be. That's where a rank and file movement is crucial.

Proposal to Raise Dues

TDU continues to grow, with recruitment of new members going much better than in 1991. However, the ISC discussed the need for increased financing, and the financial subcommittee was asked to look at cost-saving proposals and financial plans. A report on a recent fundraising letter to TDU members indicated some \$21,000 raised and pledged in that drive.

A proposal to suggest raising TDU dues to the TDU Convention was discussed and will come before the next ISC meeting. TDU's basic dues of \$30 has not been raised since 1987. Membership feedback on this and other issues is welcome.

A lengthy discussion was held concerning the direction of the IBT, and of TDU. There was consensus on the need for TDU to remain as an independent rank and file movement, with the mission of mobilizing and educating members, and pursuing further reform of the IBT from bottom to top.

There was general agreement that the Carey administration is doing a good job. TDU will work to involve rank and file members in new IBT programs.

But TDU is an independent movement of Teamsters. There is concern that the old guard is attempting to undermine the new leadership and throw them off course, and that the new leadership may be compromising too much with the old guard, including on certain appointments.

TDU leaders recognize that to govern this big union, Carey needs to work with a whole spectrum of leadership. But at the same time we see many attacks by the old guard against Carey,

his programs, and the rank and file. TDU needs to act as a counterforce to these attacks. TDU will stress organizing to change the union from the bottom, to sweep aside that old guard and bring in the new.

Women and Minorities— Forgotten Teamsters

Recognizing that more and more Teamsters are women and minorities, we discussed making a special effort to bring these Teamsters into TDU and deal more effectively with all forms of discrimination. To meet this goal, the ISC has established a Women and People of Color Committee. The ISC and the TDU staff also held a workshop following the meeting to educate ourselves on these issues.

TDU Convention

The big event of the year for Teamsters who are involved in reforming our union and uniting the rank and file is the upcoming TDU Convention. If you have not made plans to be there, check the information on the back page, or contact our office. Your input and ideas are always welcome.

—Report compiled by
TDU Co-Chair Pete Camarata, and
National Organizer Ken Paff



Dixie & Bill Wright
TDU spouse/Local 100 president
Cincinnati

We look forward to meeting again this year with our brothers and sisters from across the country at the TDU Rank & File Convention. The convention is a special opportunity to meet and interact with fellow Teamsters in a natural forum for the exchange of ideas and the sharing of practical experience in the promotion of the democratic principles fundamental to our union. See you there!

Old Guard Going Crazy in Chicago

continued from page 1

with protecting their own ways of doing things and their own power than with uniting to move this union forward, and to take on those who would oppose us in business, government, or elsewhere.

The bottom line is the welfare of the members. They really don't care much about turf fights or who appointed whom. They want this union to do a better job for them and their families."

The Carey-bashing event in Chicago had some critics. While most of the officials at the meeting were silent or joined in the attacks, several openly opposed Yager's foolishness and answered his charges: Tom Nightwine of Dayton, Ohio, Local 957; Bob Knox of Detroit Local 1038; Mike Brannan of Milwaukee Local 344; and Joe Pierani of Cleveland Local 407.

What's It Mean to the Members?

Jack Yager and his friends—the R.V. Durham slate—lost the election in December in a landslide, but still control the Central Conference of Teamsters. And the same crowd control a number of other conferences and joint councils.

The budget of the Central Conference is some \$5 million per year, of members' dues. The conference policy committee also controls—with the Southern Conference Policy Com-

mittee—at this time, appointment of the union trustees of the Central States Pension Fund. And the conference controls various grievance panels.

That's why in the Southern Conference, members have launched a petition drive to call upon the old guard there to join with the New Teamsters or resign. And they are asking the IBT to help move those who are blocking the new Carey programs out of the way.

The petition has already been signed by thousands of Teamsters across the South, and it has certainly gotten the attention of Jerry Cook, the chair of the Southern policy committee. Cook goes around complaining that he wants "TDU to get off my back." Sorry, Jerry. The members have put a lot into this reform movement, and we don't plan to quit until we're through!

Campaigns like the one in the South are part of looking for new tactics to defeat the old guard and keep the New Teamsters Union moving forward.

Most of all, we are educating ourselves, and continuing the momentum and spirit of the campaign that won the IBT election, to carry forward. Upcoming local union elections are an important part of that. So is building a strong TDU movement. If you're not a member, please fill out the membership application on page 1 today.

Carey Appoints International Reps

Ron Carey in June appointed the first round of new International Representatives, about 28 in all. They are listed in the August *Teamster* magazine. Apparently more will be appointed in the fall.

Most of the former reps are no longer on the payroll. A new policy has been made, also, that Carey will not hire an International Rep who draws any other union salary.

About half of the new reps come from the ranks of working Teamsters. The other half are local officers. Most come from the Carey camp and share

his outlook, but a few are local officers who did not support Carey in the election last year, but appreciate the New Teamsters now that they see it.

We may not like all of Carey's picks, but we respect his right to choose his staff. But not the old guard; they are screaming over Carey's appointments. They screamed when he appointed quality people from other unions as assistants, now they scream when he appoints from the rank and file and Teamster officers. They just cannot understand that there was an election last December, and they lost it!

CARHAUL NEWS

Stewards Need Access to Grievance Hearings

Nashville, Tenn., Local 327 Recording Secretary and CCI steward Jerry Gieg attended the Southern Conference carhaul grievance panel June 2-5 to represent his members. Since being elected steward, Jerry has attended many grievance panels and, like other stewards, takes time off from work and loses a week's wages and health and welfare contributions. He pays for his expenses with money collected by his co-workers.

Jerry has always been frustrated that he is not allowed to attend hearings other than his own, making it hard for him to learn more about how the grievance process works. But what really makes him mad is that, while he is kept out, his terminal manager and other company reps have been allowed to attend any hearing they want!

The inability of stewards to attend

grievance hearings other than their own, while management reps walk into any hearing they please, is not just a problem in the Southern Conference. It is the same all over the country, and is a prime example of how the grievance machinery favors management. When terminal managers attend grievance hearings, they are gaining knowledge that they use against us on the shop floor. Shop stewards are our frontline union reps, who deal with management every day. The unequal access to panel hearings gives management an unfair advantage over our stewards in those daily confrontations.

Now because of new language negotiated into the master agreement, something can be done to correct this problem. A new paragraph added to the grievance machinery language

states that, if there are any differences between the rules of procedure of any city, state or conference panels, and those of the National Committee, "... the provisions of the National Committee Rules of Procedure shall prevail." (Article 7, Section 6.) That means if the National Committee decides to let stewards in, all other panels will have to do the same.

Aware of this new language, Gieg wrote a letter to Ernie Tusino, national carhaul co-chair, asking the National Committee to adopt a rule of procedure allowing stewards to attend grievance hearings. In response, Local 886 President Charlie Thompson, who has been appointed by Jerry Cook as the new chair of the Southern Conference panel, has agreed to allow equal access to grievance hearings by terminal managers and union stewards.

This is a step forward. Unfortunately, Tusino has taken a position that falls short of full and open access to

the grievance process. He has stated, if management personnel are allowed in a hearing, then union stewards will be also. But, he says, if management is kept out, stewards will be barred.

This arrangement is too open to manipulation. If the companies and the union don't want a case publicized, they can simply kick everyone out of the room. Why is this necessary? The panels already have the right to go into executive session if they want to talk among themselves. The National Committee should still adopt a rule allowing stewards (and management) into any hearing, and should make this a national practice.

"I am working vigorously with International representatives to have this problem solved," said Gieg. "I would recommend that stewards in any craft who are having this problem get in touch with their International reps to help you solve it. We have help at the top, all we have to do is use it."

Stop the Sweethearts in the West

James Jordan
Local 741, CCI
Seattle

Ron Carey's "New Teamsters" have successfully dealt with the most pressing of carhaulers' problems: double breasting and the companies' demands for a two-tier wage scale. This proves that dedicated leaders can still get results when they use the union's resources with the interests of the rank and file in mind.

Another company demand that we hear less about would have allowed companies to negotiate directly with the various locals. How would you like to have your contract negotiated by a Brendan Kaiser or a Jerry Cook?

Unfortunately, some locals have found other ways to undermine our master agreement. Local 692, in Long Beach, Calif., has a 25.5% rider, but only guarantees eight hours of pay. Drivers cannot make overtime after eight hours. In fact, they cannot get paid more than eight hours, even at straight time. Eight hours or 25.5% of revenue, whichever is greater, even if you work 12 or 15 hours!

Jerry Dunn is the Local 692 business agent, but these riders must be submitted to the JWAC for approval. George Rohrer, why are these

sweethearts being approved?

Seattle's Local 741 also has a rider that undercuts the master agreement. It reduces the local radius from 100 miles to 35 miles (Art. 58, Sec. 1 of the Western Truckaway Supplement). The end result is reduced pay. Overtime has been eliminated on loads between 35 and 100 miles, and drivers must deal with gridlock traffic working by the mile.

Larry Weldon is the principal officer of Local 741, and Eric Slind is his appointed business agent. They, as well as plenty of stewards, need to show some leadership in correcting this situation, which goes back several years. Local 741 provided no leadership in the corporate campaign against Ryder. They sat on expensive material provided by the International, and discouraged some volunteers from leafletting Ryder rental agencies. Hopefully, with victory behind us, Local 741 will not sign this sweetheart rider again, and if they do, the JWAC will deny approval. We can be sure Carey would not approve it.

A substandard rider should never even be submitted for a vote. Local autonomy is one thing—sweetheart local agreements are quite another. It's time for a change.

Ryder Attacks Owner-Operators

Sandy Goss
Local 984, CCI
Memphis, Tenn.

In April, carhaulers nationwide ratified our new contract by a 90% margin. It has been called the best in years. However, in less than three months, Ryder is already trying to rewrite the contract.

Maybe we have stopped double breasting, but now Ryder is using union companies signatory to the contract, instead of non-union companies, to drive standards down.

We were told in Memphis that if we didn't take a rate cut, all of our auction traffic would go to National Trucking (a Ryder company signatory

to the contract). National has three trucks in Louisville, Ky., hauling Mazdas.

It is our opinion that Ryder is now engaged in price fixing. Some people call it blackmail.

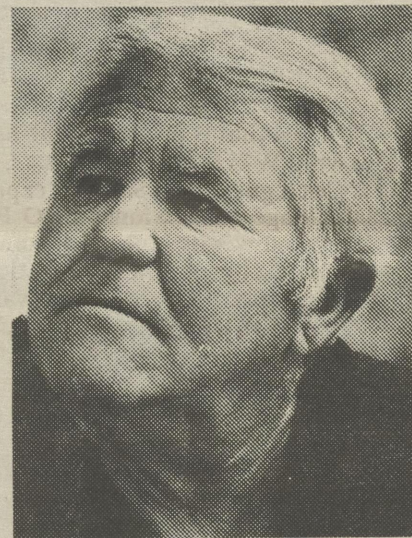
At a recent meeting, employees at Memphis CCI refused to vote on a pay cut. We are sending a message to Ryder that we will live by our contract and lease agreements. If the contract is broken, it will be by Ryder.

We feel like our General President and the negotiating committee worked too long and too hard to get us a decent contract for us to turn around and give it away in three months. Ryder is again showing its true colors.

I'll Be There!

Bill Slater
Local 315, retired carhauler
Lakeport, Calif.

I will attend the October TDU Convention because I know that our reform task is far from complete. No one could be more elated about the election of the Ron Carey Slate than myself, but I fully realize that there are many old guard officers who are committed to the task of undoing our great victory. So won't you please join me and hundreds of other great unionists in St. Louis to plan the strategies that will once and for all eliminate these old guard dinosaurs from our union.



Rally for Port Services Teamsters

In a farmer's field across from the sprawling Honda plant in rural Marysville, Ohio, Local 654 members assembled on June 27 to stage a protest rally against Ryder over the loss of 120 jobs at Port Services. Port Services employees worked the largest rail yard in the country and were just organized into the Teamsters. Soon after being organized, Port Services found itself losing work when Honda bid Port Services work to RMX, a non-union Ryder subsidiary. About 200 Teamsters from Michigan, Ohio and Pennsylvania attended the rally in a show of support for the displaced workers.

International VP Sam Theodus, International reps and organizers, and local officials from Ohio attended. The Pennsylvania Conference of Teamsters sent its tractor-trailer, which served as the sound stage for the event. Roy Atha, secretary-treasurer of Local 654, gave a moving speech about the courage of the employees at Port Services and said he was committed to fight Ryder regardless of the cost to the tiny local.

Local 654 attorney Barbara Harvey

provided background on the out-of-work members' struggle. Harvey filed unfair labor practice charges against Ryder after other attorneys had advised against it. So far that effort has been successful, with the NLRB scheduled to take Ryder and its RMX and CCI subsidiaries to hearing.

"What we had happen to us wasn't right," said Tony Long, a nine-year employee at Port Services. "One of the hardest days in my life was on Aug. 12, 1991, when my foreman came to me and said 'You're done. Sept. 1 Port Services is out of here.'"

Atha's message to the International union was the need to continue a corporate campaign against Ryder. He suggested an Adopt-a-Honda dealership campaign to put pressure on Honda and Ryder.

Atha explained his stand to fight for the newest members of Local 654. "If we had not taken up this battle you could have put a sign up across our union hall saying 'Join the Teamsters, Lose Your Job, They Won't Fight for You.' They will never be able to say that as long as I am in that office."

GROCERY NEWS

Nashville Local 327

Kroger Teamsters Ratify Contract

Nashville Kroger workers ratified a new contract on June 27 by a vote of 192 to 139 after being on strike for two days. The new agreement includes hourly wage increases of \$1.25, and 3.1 cents per mile, over four years, retroactive to September 1991. The settlement was due, in part, to the direct participation of Southern Conference Vice President Doug Mims and other working representatives of the International union.

The settlement includes significant improvements over previous company offers, which the workers had rejected four times. The wage and mileage increases were significantly higher and a two-tier wage scheme was eliminated.

Yet the final agreement is bittersweet for many Kroger Teamsters.

Workers were forced to accept concessions in their health care plan by switching to a preferred provider organization (PPO) called "PRU+," and having to make weekly co-payments. The blow was softened by postponing the introduction of co-payments until the last year of the contract for current employees. Cutbacks were also made in retiree insurance.

It is widely recognized that, without the intervention of the new International leadership, the workers would have been stuck with a much worse contract. Before the involvement of Doug Mims, the workers were having

to fight with the Local 327 leadership to get the local to stand up to the company. But some still feel disappointment with the final outcome.

Many in Nashville saw their negotiations as an opportunity to score a big victory against the multi-billion dollar corporation. At less than \$12 per hour and 27 cents per mile, the Nashville workers lagged far behind most Teamster drivers and warehouse workers around the country. They saw their fight as a way to send a strong message to the employers, and they were willing to take their pickets to Kroger facilities in other cities if that's what it took to win.

Since the strike's end, Kroger has cracked down on the workforce. Over 40 workers have been disciplined, including shop steward and bargaining committee member Chris Farris. On his first day back to work, he was suspended for 10 days for supposedly failing to meet production on the day

before the strike. The workers have filed numerous grievances, and are considering other ways of fighting back.

Says Roger Rotoni, a member of the contract negotiations committee, "Kroger promised at the bargaining table to stop the harrasment that had been going on for the last nine months. Even though many of us felt like we got pulled away from the fight before we had a chance to get what we deserved, we were willing to have peace with Kroger and go back to work. But since Kroger has chosen to punish us for standing up for what was ours, it looks like the war's still on."

Says Ken Hilbish, a shop steward at Kroger in Atlanta whose contract expires this September, "We're not going to let the company pull anything here. We're going to fight like hell if that's what it takes to win." And the sentiment in Nashville is that they will stand by the Atlanta workers if they have to extend their pickets.

Grocery Bag

Safeway Plans Assault on Union Wages.

Safeway announced on July 7 that net profits fell 6% in the second quarter. The company cited a weak economy, low food prices and increased competition. Safeway failed to mention that its problems stem from the \$3 billion debt incurred by KKR's leveraged buyout six years ago. Nor did it mention that it is midway through a five-year \$3.2 billion expansion that is driving Wall Street bananas.

Got a guess who Safeway expects to pay for this? It's workers, that's who, with wage concessions! CEO Peter Magowan, the beneficiary of massive inherited wealth, told the Stanford Business School, "I hope this can be addressed in a non-confrontational way and not lead to a bunch of strikes."

Magowan plans to take advantage of younger employees by paying new hires less in a permanent, two-tier wage scale. He also plans to "seek relief" from premium pay for weekends. "We're trying to move toward time and a quarter, or a dollar an hour over the normal rate, and then hire people who are going to be happy working on that Sunday," said Magowan.

SuperValu Looks to Buy Wetterau.

At press time negotiations were continuing over the likely purchase of Wetterau by SuperValu. SuperValu has sought to reassure union members that the merger will not hurt them. Some concerns exist, however. In the St. Louis area, Wetterau Teamsters are worried about non-union warehouses taking their work. J.M. Jones, a non-union SuperValu warehouse based in Champaign, Ill., currently supplies the grocery chain Dierbergs. Teamster members fear that down the road J.M. Jones might supply the Wetterau Shop-and-Save. If Jones doesn't, the non-union Wetterau Save-A-Lot warehouse could. Says David Hendrix, chief steward in perishables at Hazelwood Wetterau, "We have asked Local 688 for many years why they have not tried to organize the non-union warehouses that are in the St. Louis and surrounding areas, and as usual it falls on deaf ears."

Detroit Strike Drives Down Kroger Profits.

The UFCW's nine-week strike by 7,800 clerks, cashiers and meatcutters in Detroit, which ended June 18, cost Kroger approximately 36 cents a share, or \$32 million in lost profits during the second quarter. Nationally, Kroger took a \$33.9 million extraordinary charge to retire debt, resulting in a net loss for the quarter of \$29.4 million. Kroger sales fell 0.3% to \$5.07 billion.

But Kroger achieved its goals in Detroit of expanding the use of non-union vendors to stock shelves, maintaining a majority part-time workforce, and keeping health care costs down. The UFCW workers approved a five-year contract that was 18% better than the proposal they rejected before the walkout. It includes lump-sum payments of \$750 to \$1,000 in the first and second years, and \$1.30 per hour over the last three years. Some part-timers will get immediate raises of \$2.50 to \$3 per hour, in addition to the base settlement, but must now work more hours to qualify for full-time benefits. Full-timers lost seven of 15 personal days, and some annual bonuses. The UFCW members displaced the 1,000 scabs who had taken their jobs during the strike.

Northern California

Teamsters to Launch Campaign at Lucky's

Some 1,000 Northern California Teamsters employed by Lucky's Stores have been working without a contract since May 1. Negotiations have bogged down as Lucky's continues to demand concessions.

Lucky's is demanding a one-year contract with a wage freeze until the last day before expiration when it would cough up 40 cents an hour. Let's see, 40 cents times eight hours for one day would cost them a whole

\$3.20 per member for that whole contract. Lucky's also is demanding that the employees give them back several holidays and agree to co-payments on their health and welfare benefits.

The rank and file of Teamster locals 70, 78, 150 and 490 turned down this insulting offer 690 to 11 in separate local meetings. The Teamsters had given Lucky's a strike deadline of midnight, July 15. When Lucky's refused

continued on page 11

Federico, Ben Fed Drivers

Local 202 Members Win New Contract

Drivers in New Jersey at the Federico and Ben Fed companies, who haul product for ShopRite, have new contracts after a long struggle with their mutual employer, Tom Pecora. The drivers of the two companies, both owned by Pecora, have nearly identical contracts and do the same work. Pecora, who was convicted of labor racketeering in 1984, tried to pit one group against the other to gain concessions, but the workers, members of Local 202, held together.

In addition to fighting off concessions and winning health and welfare increases at both companies, the workers at Ben Fed won pension benefits, which only Federico had had before. Another big victory is that both contracts now have common expiration dates, making it easier for them to stand together in the future.

Activism by drivers at both companies, who distributed literature around the ShopRite system, was key

to winning the contracts. In one instance, copies of the New York/New Jersey TDU Chapter newspaper, *The Working Teamster*, which ran a story on the Federico-Ben Fed negotiations, found their way onto the car windshields of top ShopRite corporate officials. Another time, drivers at Ben Fed handed out flyers to fellow workers urging rejection of a concessionary agreement.

Ben Fed and Federico drivers still receive far less than other drivers who haul for ShopRite. This contract is hopefully the first step toward eliminating the double standard of paying workers different wages and benefits for doing the same work.

"This is a step in the right direction," said Lawrence "Skip" Musinan, Federico shop steward and bargaining committee member. "We have a long way to go, but as long as we stick together we should be able to accomplish our goals."

FREIGHT NEWS

Understanding the NMFA on Casuals

The National Master Freight Agreement does have some clauses that, if enforced, can help bring the casual problem in the industry under control. And can put thousands of Teamsters to work in the process.

This is a brief rundown on the contract and the largest supplements. But keep in mind this is not a detailed guide. Contact TDU if your local union does not provide the leadership needed to address the problem.

Forcing the Hiring of Casuals

The "forced hire" clause of the NMFA is contained in Article 3, Section 2(b), and in the area supplement also. In the Central and Southern local cartage supplement, this is Article 41, Section 2. In the Western local cartage supplement, it is Article 60, section 4. The clause provides that the employer must keep daily records on all casuals, including name, social security number, classification and hours worked, and name of regular employee replaced, if any. Casuals not replacing a regular employee are supplemental casuals, and for each 30 shifts worked by supplemental casual labor within a 60-day period (Southern, Western) or 90-day period

Roadway Abuses Preferentials in Norfolk

"It infuriates us, they make their own rules, after we won the issue at the panel," Bill Haley said. Haley is the Local 822 steward at Roadway in the Tidewater area of Virginia. The issue is the treatment and hiring of preferential casuals.

In April, the union won a grievance after Roadway let a preferential casual go because he was not available on a 24-hours-a-day, seven-days-a-week basis. The union had never agreed to such an unfair rule.

Then, after losing the issue, the company simply let the man go again. Haley wanted to give them a 72-hour

Dallas Local 745

ABF Drivers Lose 1-Call-Time Dispatch

Jerry Kimbro
Local 745, ABF
Dallas

If you were an extra-board driver and were asked to design a perfect dispatch system, what would you come up with? More than likely you might come up with something closely resembling the one-call-time-a-day system that ABF uses at most of its Southern Conference domiciles.

Incredible as it may seem, Local 745 business agent Allen Stanford filed a grievance to change the one call time a day to eight call times a day. Drivers now would be tied to the telephone one out of every three hours. This grievance was filed and processed despite the cajoling, begging and pleading of the ABF road drivers. A petition was signed by every driver and filed with the Multi-State Committee to deny the grievance, all to no avail.

Stanford says he did this for the

(Central), the employer is forced to hire one employee.

For example, if five supplemental casuals are used every day for two months, that employer would be forced to add 10 employees to the seniority list. Casual usage often varies from day to day, so the computation may become complicated, but the principle is straightforward.

Right to Records

A good part of Article 3 is the language stating the employer must compile these reports on a daily basis and make them available for inspection by both the BA and the steward. The employer must also compile monthly reports and present them by the 10th of the next month in writing.

This language can be enforced, if necessary, by filing a charge with the NLRB, because failure to present the information necessary is a failure to bargain in good faith.

David Garmon, ABF steward in Atlanta, points out that sometimes the company is not accurate, and needs to be checked. "We have pulled the time cards to check up. It's a lot of work, but keeps them more honest." He cited examples, such as listing a casual

strike notice under Article 8, for refusing to abide by the grievance panel decision. But it was not requested by the local in a timely fashion. The issue returned to the state panel, was deadlocked, and is now headed for the Eastern Conference JAC.

Preferential casuals are supposed to be treated for call like a laid-off Teamster. This is agreed-to in writing in some areas, such as the Central Conference. But Roadway simply wants a way to get rid of them, and will abuse the employees and grievance procedure to do it.

members. By changing the call times, the Little Rock drivers wouldn't be able to move Dallas freight and this would create jobs for Dallas Teamsters who have lost their jobs. If this were true, why has ABF been allowed to do this for the last 11 years? Why is Brother Stanford so concerned about Brother Arkansas Teamsters moving freight when he didn't lift a finger to stop the "Jackie Presser owner-operators" (shiny wheels) from moving Dallas freight while Teamster members were on layoff? Why are business agents' sons being put on regular at Dallas freightlines while Teamsters needing just a few years paid in on their pension are still working casual? What are Local 745's priorities?

I know, and by speaking up I hope the rest of the members wake up and ask the question, "Who does Local 745 work for?"

as a "replacement" because he worked on the fifth day in place of a worker on the 4-10s schedule. Garmon polices the contract and has learned how to do the computations. He says "Stewards should be shown how to do this everywhere, and it will put Teamsters to work."

Preferential Casuals And Laid-Off Teamsters

Teamsters laid off from other freight carriers shall get "the first opportunity for work" as a casual. It is up to the local union to compile such a list and provide it to the employers.

In addition, another clause in Article 3 provides for a "preferential hiring list." Preferential casuals are those that the employer uses regularly, and the company must call them before any other casuals, and hire them before hiring others. They cannot be let go without the use of the grievance procedure. Each supplement has the details for how a casual becomes preferential. In the Western, if you work 70 shifts in six months, you become a preferential. In the Central, carriers that use casuals must establish a preferential list consisting of 5% of the work force, with a minimum of one. In the Southern, the union leadership "waived" the right to have preferentials.

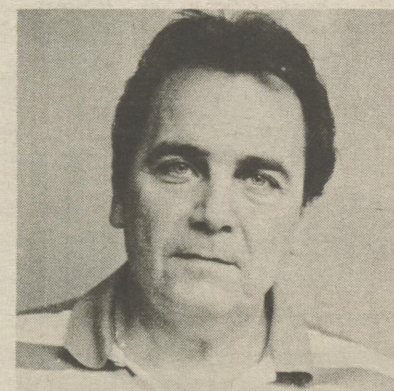
Vacation Replacements

In the 1991 bargaining, R.V. Durham boasted that a new clause in Article 3 would lead to "thousands" of new full-time jobs. This clause provides that each quarter (beginning January 1, April 1, July 1, and October 1) the union has the right to count the number of vacation replacement days, and for each 65 days of casual vacation replacement, one forced hire is gained. A survey of several freight locals shows that the clause does not

yield much, but Garmon reports it can lead to one or two forced hires.

Enforcement

These clauses, outlined here in general terms, constitute the major protections that can lead to full-time Teamster jobs and reduce the casualization of the industry. But they mean nothing without vigilant enforcement. That has to come from the rank and file, with the stewards, and the local unions.



I'll Be There

Jack Widmer
Local 24 steward, CF
Akron, Ohio

It should be apparent to all concerned freight Teamsters that the job is not finished. We have the top leadership and the grass-roots Teamsters in our corner. I will be joining with these and other freight members in St. Louis at the TDU Convention to work on an agenda to strengthen our state grievance committees, which have been shortchanging us for a long time. Come join us and help restore our union to its proud heritage and greatness.

Enforcement of Casual Clause

At the Yellow freight terminal in Jacksonville, Fla., the dock/city seniority list has about 100 Teamsters on it. But the casual list outnumbers the regular employees. Unfortunately, this is not that uncommon in the freight industry. Why? In part, because the contract clauses that supposedly force the hiring of casuals are simply not enforced in many locals.

Take Jacksonville Local 512. The BA, Red Lewis, when confronted last month with a grievance on the situation at Yellow, responded by telling members they were not allowed to file it. He said only the union (and he considers the union equals the officers) can file a grievance on this matter.

The workers took matters into their own hands. Some 60 of them filed a grievance under Article 3 of the NMFA and Article 41 of the Southern supplement, and obtained the company's casual records for April and May. It turned out that per the contract, Yellow should be forced to hire some 28 more full-time

employees! At a barn of 100, that's a large percentage of full-time jobs the union has chosen to let go.

Contrast this with the situation in Local 728 in Atlanta. Here the casual clause is enforced, and Local 728 President Don Scott says the local has forced the hiring of 491 Teamsters in the past two years with it. "We have got almost all those who lost their jobs when PIE and Jones closed with full-time jobs now," he reports.

Two years ago, CF had 136 on their city/dock list in Atlanta, and a casual list of over 200. Now they have 236 regular employees, a gain of 100 full-time jobs at one terminal.

This is an issue that unionism is all about. When an employer can use casual labor—workers who have no rights—our union is weakened. When our union does not fight for full-time jobs for laid-off Teamsters, our union is weakened. Every local, every steward, and every member should be concerned and vigilant to make full use of what contract protections we do have.

More Triples ... Return of Sleeper Teams

Roadway, Yellow Changes of Operations

Yellow Freight and Roadway Express are both about to make major changes of operations, to divert traffic in the Midwest and western states from I-40 up to I-70. They both will run triple trailers from western Colorado to Las Vegas, Nev. Both changes are planned to cost 100 Teamster jobs apiece.

In addition, Yellow's change will put 86 sleeper team drivers in Denver, to bring freight from all over the Midwest and east into the southern California region, running over dozens of domiciles along the way.

Why the Change?

The trucking industry has long understood that the I-40 lane into southern California is the most efficient route, so why the change now? In Knoxville, Tenn., Local 519

both cases, the carriers claim the answer is greater efficiency by running triple trailers across Utah and Nevada, where they are legal. And that may be true, but it is doubtful that it is the whole picture.

A Teamster officer who has followed many changes of operations put it this way: "Why would they choose a longer and more difficult route? I'll tell you why, to pull some jobs out of Arizona and New Mexico to pressure those states to allow triples. It's a political move, and drivers are the victims."

Union Response

Both the Yellow and Roadway changes have already been approved by the panel, chaired for the union by Joe Orrie. Both will go into effect in

August. The union made no adjustments in the company proposals of any substance.

The change of operations committees are appointed by the Area Conferences, which are under the old guard control. Joe Orrie, who blessed the Roadway and Yellow changes, is a BA of Harold Yates in Minnesota and an appointee of Jack Yager, chair of the Central Conference. One local president told us, "For years I thought he was management, since he was always with them."

Many members are upset over the lack of moves by the union to protect members better. The contract gives the employers the right to move operations, but also gives the union, through the change of operations committee, the power to demand adequate protections for affected Teamsters.

Some of the problems that arise include:

- The employers, especially Roadway, have violated changes in the past without any resistance. And the language they got in this change makes it even easier for them. Under each section where the work for each terminal is described, the company put the words "supplemented by drivers from other domiciles when necessary." So it becomes more difficult to claim runarounds, as the language of the change says the company can run any driver where the

company wants.

- Each change projects the loss of some 100 Teamster jobs. The union cannot require any specific job level, but can challenge management's assumptions, and can demand a longer window period (one year should be standard) so if more drivers are needed in that time, they cannot hire them off the street (at 85%) but must offer jobs to drivers laid off as a result of the change. Further, in the Southern Conference, where modified system-wide seniority is in effect, the committee needs to consider the effect of changes on members laid off.
- The carriers are victimizing drivers who are not legal in driving triples. The union has not taken action on this, but is allowing the companies to violate seniority. (See article this page).

The issue of triples also needs to be addressed in the next contract. Presently the NMFA and most supplements have nothing about triples except one line calling for a 1-cent-per-mile premium. This is nothing compared to the efficiency and job losses involved. A 10-cent premium would be more appropriate, along with other protections for drivers.

The national freight division and Ron Carey are getting feedback from members that it is time to make more decisive moves to bring the New Teamsters Union into the freight field.

Homer Strikes Out at Roadway

Homer Kiser, the relay manager at Roadway's White Pine, Tenn., terminal, had to cancel his labor-management meeting set for June 16. Drivers threw him a curve when no one would sign up to attend the TQA meeting. One driver suggested that Homer should have called the dozen or so people who were laid off. They could have used the eight hours pay. Instead, he was busy seeing that foreign drivers hauled freight in and out of White Pine. Mistreatment of drivers is why Homer has had 74 grievances filed against him recently. Thank you White Pine drivers for setting a good example by saying No to TQA.

Grievance Loss Undercuts Work Rules

In other news at White Pine, Local 519 Roadway driver Mack "Moon" Mullins on April 27 lost a grievance

that allowed the company to rewrite the local work rules. White Pine has an A-B-A dispatch, a seniority board, they run positions both ways, and have maximum running times. Mullins was dispatched to Carlisle, Pa., ahead of another driver, but because the other driver arrived in Carlisle first, he was dispatched back to White Pine before Mullins, even though Mullins had completed the run within the maximum time.

Although this was in direct violation of the White Pine work rules, the deadlock panel denied the grievance. They agreed with the company that if there were enough loads available for all drivers, the company can dispatch back to White Pine out of dispatch order. Drivers fear this is just the first step toward allowing Roadway to get a cut-throat, first-in/first-out board at White Pine, even though the written work rules forbid it.

Central States JAC Sell-Out on Triples

Yellow Violates Seniority in Ohio

The Ohio Turnpike Commission granted permission to Yellow Freight to run triples on I-80 in October 1990. Yellow immediately seized the opportunity.

The Central States Area supplement to the NMFA has no language governing working conditions on triple-bottom trailers. So Yellow unilaterally imposed its own conditions. It pays a puny 1.4 cents per mile additional, per the contract.

Drivers who are not triples qualified spend a lot of time sitting at home. When their turn comes up on the extra board and the next dispatch is a triple, they are passed over. Triples-qualified has nothing to do with the DOT, or the contract. It is a creation of the Turnpike Commission. Yellow would rather violate seniority than drop a trailer on a few runs. Sam Theodis, Local 407 president and International VP, points out that they do drop the third trailer for foreign drivers, to keep from paying them

layover time.

For a year and a half Local 407 members have been fighting this—filing grievance after grievance only to have them pigeon-holed in some mysterious and unreachable "triples committee." Finally a grievance reached the Central States JAC grievance panel controlled by Jack Yager. Despite a strong demand by Theodis that the union reps at least deadlock the grievance to the national panel, the JAC stabbed its members in the back. The grievance was lost and the drivers' struggle is back to square one.

The treachery of Yager and his old guard chums at the JAC is exactly what freight Teamsters voted against in the IBT election last December. Keep in mind that Yager and his friends are kept in power in the conference by the support of local officials. It's time for members to take actions in our locals, including in local elections, to pull the plug on them.

Freight Lines

Problems With New CF Tractors.

CF has two major problems with the new series of line-haul tractors it recently put in service. Some of the 10-2000 series have a steering box problem caused by having the wrong gear oil in the units. This makes the steering very stiff and the shop will correct the problem if the drivers write up the equipment on the daily "cry" sheets. The shop WILL NOT correct this situation if it isn't written up, and the difficulty won't fix itself.

Most of the new tractors had two bobtail protection valves installed, instead of one. This means that the braking when bobtailing is very dangerous. If the driver looks at the lower air tank just in front of the fifth wheel, there should be one air line connected to this tank. If there is a "T" type setup with two air lines, don't bobtail with that unit until it is corrected.

—John Platt, Local 150 steward, Sacramento, Calif.

U.S., Mexico Agree to Trucking Accord.

U.S. and Mexican negotiators of the North American Free Trade Agreement (NAFTA) agreed in May to a three-stage phaseout of foreign investment and cross-border hauling restrictions that will completely open intra-regional trucking within 10 years. U.S. and Mexican trucking firms that enter into joint ventures would have more rapid access to territories across the border. Many of the major trucking companies in the United States, such as Roadway and CF, already have partnership agreements with Mexican firms. Currently, U.S. truckers cannot haul into Mexico, and Mexican truckers have access to only a thin zone along the border. The accord will be implemented in three stages, with all restrictions on hauling and investments eliminated in a decade.

The IBT responded by forming a coalition with community activists, public officials and safety experts to denounce NAFTA as an attack on good jobs and safety. The coalition also denounced the Bush administration's order forcing many states to accept Mexican commercial drivers licenses. The coalition asserted that these actions will destroy good Teamster jobs and that everyone will be a loser because "the policy will not provide decent wages for Mexican drivers, many of whom earn only \$7 per day."

UNITED PARCEL SERVICE

VP Visits Bay Area UPSers at Local 315 Hall

Perrucci: Harassment No. 1 Issue in Contract

An enthusiastic crowd of UPS activists on July 12 welcomed Vice President Mario Perrucci to Northern California, who spoke out against the corporation's harassment of members and said, "The International will have a special task force working on the UPS contract campaign. We're not going to wait until January to send something out. We're going to get ready early."



I'll Be There!

*Peter Andreychuk
Local 879, UPS feeder driver
Hamilton, Ontario*

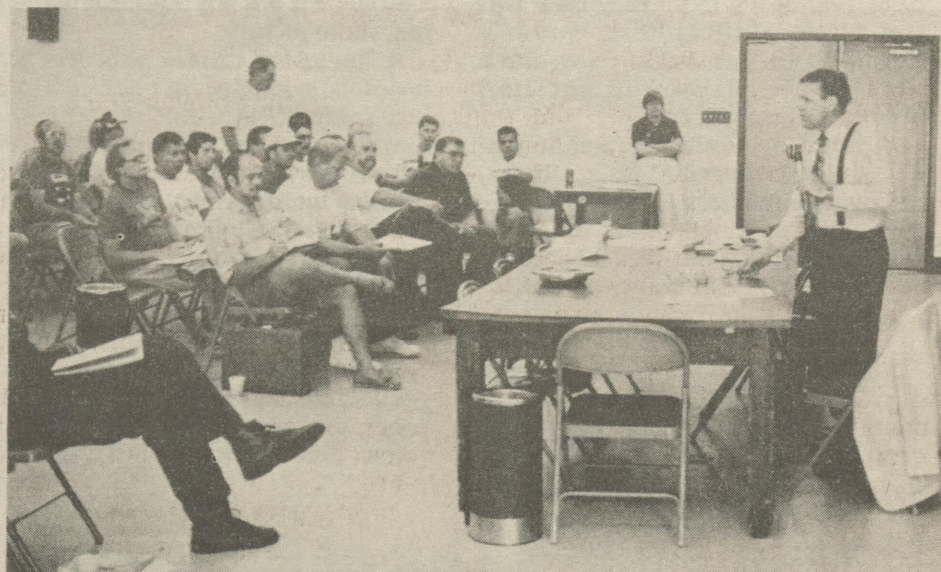
Last year was my first TDU Convention. It was a great learning experience and I am looking forward to renewing old acquaintances and meeting new friends. See you in St. Louis!

Brother Perrucci, IBT director of the Parcel and Small Package Trade Division, was on the West Coast attending the National UPS Grievance Committee hearings in Burlingame, south of San Francisco. The informal meeting, held at Local 315's hall and co-sponsored by other Bay Area locals, provided an opportunity for UPS members to meet with Perrucci and discuss their concerns about the 1993 UPS contract campaign. Carolyn Robinson, Local 315 secretary-treasurer and a member of the national committee, introduced Perrucci.

Obviously comfortable with a rank and file audience, Perrucci began with a brief history of his involvement with UPS, described various UPS jobs he performed, and spoke about his representation of UPS Teamsters in 6,000-member New Jersey Local 177, where he serves as secretary-treasurer. Perrucci then launched into the meat of the matter, the 1993 UPS contract campaign.

"I'm not here today to make promises," he told the crowd. "I can't do that, but I'll tell you this. We plan to prepare for negotiations now. We are actively soliciting proposals from the membership. Any and all proposals will be considered and studied. We're not going to wait until the last minute. We want to hear from all our members on all of the issues."

Perrucci went on to talk about UPS profits (net after-tax profits were \$700



Vice President Mario Perrucci met with the Bay Area rank and file at Local 315.

million in 1991, up 17.3% from 1990; see *Convoy Dispatch* #115), UPS precontract tactics, UPS overseas expansion, and the International union's plans for organizing the competition. He demonstrated his knowledge of and experience with UPS as he touched on nearly every conceivable contract issue, including injured workers, health and pension benefits, the Air Operation, job security, and overhauling the grievance machinery. He was especially adamant about dealing with progression rates at the bargaining table.

Perrucci took his strongest stand against harassment. "From my point of view," he said, "the number one issue in these negotiations is harassment. I am sick and tired of how our members are treated by this employer. Our members deserve respect and dignity on the job. I will not leave the bargaining table until important issues such as harassment, productivity, and job stress are addressed. Article 37 (Management-Employee Relations, in the master agreement) does not adequately address these issues and needs clarification."

Perrucci did not shy away from the possibility of strike action nor the important need to prepare for it well in advance. "We're going to do everything in our power to get a fair and equitable contract," Perrucci explained. "We are not going in there to negotiate for a strike. But we need to seriously consider the possibility of strike action if it becomes necessary."

"UPS, as we all know, is a tough employer, a smart employer; it educates its management people. The union's greatest resource is the mem-

bership. I compliment Local 315 and the other locals in Joint Council 7 for educating and communicating with their members. This kind of activity helps create union solidarity nationwide," Perrucci said.

"We've got to educate, exchange ideas. Too many young people think that UPS gave them everything they got. They don't understand that the union fought hard and long for decent wages and working conditions at UPS," Perrucci explained. "The only way we're going to change things is for everyone to work together."

After his presentation, Perrucci answered questions from the floor and engaged in a good-spirited discussion with those members present. This informal meeting seemed very useful and we can expect to see regional meetings of this type around the country in the future.

UPS & Downs

Part-Timers Protect Work During Amtrak Shutdown.

Local 79 in Tampa, Fla., dropped the ball when it came to a quick and decisive response to tactics UPS management used the day of the Amtrak shutdown. While UPS laid off Teamsters that day and replaced them with supervisors, our union officials remained unconcerned. A few sister Teamsters, having been put off by the local union, contacted TDU for help. UPS had violated our contract by falsely claiming to be training preloaders, reloaders and clerks, when actually they were using this as a guise to take our work. Management knew we were right and settled quickly, thanks to good advice and a helping hand. Thanks to the part-timers for sticking together. And thanks again, TDU!

—Submitted by Teamster part-timers, Seminole center, Tampa Local 79

Upholding Doubles Pay in Indy.

In Indianapolis, UPS unilaterally changed the practice of paying the doubles rate for the entire day when drivers pulled doubles for any amount of time during the day. Instead UPS decided drivers would get paid for actual time when pulling doubles for less than an hour. When driving between one and four hours, UPS would pay four hours at the doubles rate. In order to get eight hours at the doubles rate, drivers would have to pull doubles over four hours. Feeder drivers responded with multiple grievances. After dragging the practice out for several weeks, UPS returned to the proper pay rates. Back pay claims are pending.

IBT to Survey Membership for '93 Contract.

The International union is putting together a new survey to solicit proposals from UPS Teamsters in preparation for next year's negotiations. A mailing date has not been set but it is expected to be ready by late summer or early fall.



This is the new man, Hawkins. Teach him everything you know, then pick up your severance check.

GET READY FOR '93 CONTRACT!

Attend National UPS Meetings

TDU RANK & FILE CONVENTION

St. Louis • Oct. 23-25

See back page for registration, or contact the TDU office in Detroit.

PENSION, H&W NEWS

Benefits Maintained, Choice of Doctors Limited

Central States Imposes 'TeamCare' in 27 Cities

The giant Central States Health and Welfare Fund, providing health insurance for Teamsters and their families in the Central and Southern conferences, and the Carolinas, is forcing members into a "preferred provider" style plan in 27 cities.

Members and retirees in these cities will receive the same benefits as before, as long as they go to one of the designated doctors, hospitals, or labs. The penalty for going to a health care provider not on the list is an extra 10% to be paid by the member. The fund says the new plan, called "TeamCare," is necessary to hold down skyrocketing health care costs.

Health care costs are indeed rising, and unless bargainers are willing and able to demand the same increases in employer health and welfare contribu-

tions, cost containment is needed.

Hardship for Some

Given a financial squeeze caused by weak bargaining, starting a preferred provider organization (PPO) may make the best of a bad situation. But TeamCare will be a hardship for many people. And true to the autocratic style of the Central States funds, TeamCare was never discussed with the members, who were given only two weeks notice that it was coming. Members in some areas say the list of allowed doctors does not include the best local physicians, and so they are unwilling to change doctors.

Who's in Charge?

The Central States Health and Welfare and Pension funds are controlled

by the old guard, in the form of the Central and Southern conference policy committees. The conference policy committees (themselves selected by local officials) appoint the union trustees of the funds. The current union trustees are Jerry Cook, Atlanta Local 528; Robert Sansone, St. Louis Local 682; Harold Leu, Toledo Local 20; and Marion Winstead, Louisville Local 89. Three of the four were on the defeated Durham slate.

The old guard is not giving up and going away; as long as they control a substantial number of local unions, they'll be fighting to keep what power they have. And they'll be dictating our

level of benefits while enjoying free health care and multiple pensions for themselves.

National Health Care

Stronger bargaining and responsive conference officials will go a long way toward protecting Teamster members' rights to health care. But in the long run, it's becoming more evident that the working people of this country need a national, Canadian-style health care program. That way, unionized workers won't have to struggle every contract just to maintain the benefits they've won, and unorganized workers won't go sick because they can't afford a doctor.

Golden 85 Increase for UPSers Held Up by Contract Language

In a move timed to help the R.V. Durham Slate last year, the Western Conference Pension Trust started a new early retirement program for those whose age plus credit is at least 85. UPS members agreed to pay some of their contributions to get this program. But those who retired after the January 1 effective date still have not received the added benefit, and may not for months. The long delay is caused by problems in the contract language of several supplements, as well as administrative delay.

According to an employee of Northwest Administrators (the company that administers the WCT pension plan), the Washington, Oregon, Utah, Montana, Alaska and Northern

California supplements contain language on pension contributions that is unacceptable to the pension trustees. That's because it calls for different contribution rates for part-timers and full-timers. The trustees have a long-standing policy that this kind of distinction is "detrimental" to the pension fund. Until the trustees accept the contract, the new contributions do not go into effect.

At press time, UPS and union officials are scheduled to meet to try to adjust the language so the WCT pension trustees will approve it. Since Jim Roberts, who bargained the contract, is also a pension trustee, one wonders why they didn't do it right the first time.

Reform: Still Lots to Do in Chicago

Rivalry Over Local 703 Funds

When Dominic Senese was removed from leadership in Chicago Local 703 for mob ties, his son Lucien began trying to move the members into an independent Local 707. Former General President McCarthy, showing a subtle sense of humor, put Local 703 in trusteeship under Dan "Family Feud" Ligurotis.

Now Ligurotis, as administrator of the Local 703 pension and H&W funds, has been sued by the fund's employer trustee, Paul Roncone. Roncone accuses Ligurotis of withholding

financial information, and cites the Labor Department finding that Ligurotis illegally used the Local 705 benefit funds and local treasury for his own good.

But don't think that Roncone is attacking Ligurotis out of respect for the rights of the rank and file. Roncone is reputed to be a close associate of the elder Senese and to have Senese Jr. on the payroll of his trucking company.

The silver lining here is that in some battles there are no winners.

Central Pennsylvania Pension Fund

Burns Gets Hot Under the Collar

The Central Pennsylvania Pension Fund recently sent out its summary annual report, and the message from fund administrator and trustee James Burns, president of Reading Local 429, was far more entertaining than usual. Rather than give a report on the health of the fund and any benefit changes in the last year, Burns spent an entire page ranting against unnamed members whom he accuses of slandering his reputation. In other words, he uses the pension fund report to deliver a political, though incoherent, message.

Burns then turns to deception to convince the members that the radical changes made in 1986 in the Central Pennsylvania Pension Plan will bring better benefits. He compares what the Central Penn plan is expected to pay in 20 or 30 years to the \$2,000 30-and-out benefit that some plans provide right now. But at an average yearly inflation rate of 5%, today's \$2,000 pension is equivalent to \$5,300 in 20 years, or \$8,600 in 30 years. So of course someone just entering the fund will get more than \$2,000 if they work 30 years. The more relevant question for Burns to answer is, "How many members with 30 years of service and age in their early 50s can get a \$2,000 or higher pension right now?"

The Central Penn fund switched to

a savings-plan structure in 1986. The trustees claimed the switch was in the best interest of the members; to prove it, they compared the pensions expected 30 years in the future to those being paid today—apples and oranges. The former style of pension plan, where the member gets a set amount depending on age and service, generally is considered better for the members because they don't have to take the risk of investments. If you happen to retire in a year like 1990, when some funds lost money on investments, you can still count on the same benefit level.

With the new style plan (called "defined contribution plan"), your benefits are determined by how well investments do, and a few years of poor investment showings right before you retire can cut into your pension check. That's the risk the members are forced to take.

Defined contribution plans like the Central Pennsylvania Pension Fund protect employers from liabilities for pensions; that's why they are so common at companies with no union representation. At the same time, these plans take the heat off union officials who don't want to face tough decisions about how much the fund can pay: the investment market makes the decision for them.

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LOCAL UNION NEWS

National Campaign on Hold as Coke Agrees to Talk

Local 125 Members Rally to Save Jobs

The rally described in the following article was linked to a national campaign by the IBT against Coca-Cola for its anti-worker practices. The campaign has apparently met some success because, just before a July 1 Teamster press conference in front of Coke's corporate headquarters in Atlanta, the corporation agreed to meet with Teamster representatives. In a letter to Teamsters President Ron Carey, the corporation repudiated anti-worker practices. Carey said that the national campaign will be put on hold as a result of Coke's action, but could be revived if the talks do not prove productive.

Leonard Bazzini
Local 125, Coca-Cola
Dumont, N.J.

A press meeting was held on June 16 at the Coca-Cola Bottling Co. in Paterson, N.J., by Local 125. The meeting and rally, attended by over

100 union members and community supporters, was called because the union and the company have been negotiating and battling over a contract for the last 13 months. The contract proposals made by the company are totally unacceptable and the union feels that there is a good possibility that Paterson Coke could be closed down, putting 150 people out of work.

Among those attending the rally were Rev. Charles W. Rawlings, executive director of the New Jersey Council of Churches, Teamsters Eastern Conference VPs Gene Giacumbo and Tom Gilmartin, and Paterson Mayor William J. Pascrell Jr. Also present were representatives of other community groups, area dignitaries and veterans organizations who are supporting our struggle.

We have been working without a contract for over a year. The big hang-

up in bargaining is job security. The union has already lost 39 jobs because of union givebacks negotiated in 1988, and we don't want to lose any more.

The plant was built in 1946 and has made Coke a landmark in the city of Paterson. The efficiency rating of this plant is very high according to management, yet very little money has been spent on modernizing equipment. Two manufacturing records just have been broken at the Paterson plant, making it one of the most efficient plants in the New York Coca-Cola bottling system. The plant is centrally located in northern New Jersey, with easy access to metropolitan

New York City. Why would Coke want to close down a top running plant that has everything going for it?!

Coke's CEO Strikes It Rich

In 1991, Coca-Cola Co.'s chief executive officer, Roberto C. Goizueta, received \$1.06 million in base salary, plus bonuses and incentives worth another \$4 million. Small change compared with the \$81 million in stocks he received that same year. But watch Coke cry "poverty" or "competitiveness" in its talks with the Teamsters over its attacks on workers!

Louisville Local 2727

UPS Air Mechanics: 'Where's Bill?'

Submitted by Local 2727 members
Louisville, Ky.

That is the question being asked a lot in Louisville, Ky. Ever since the UPS aircraft mechanics at Local 2727 voted down UPS's first contract proposal in August 1991, Secretary-Treasurer Bill Ferchak hasn't been seen at a membership meeting. Bill and the rest of the executive board caught a lot of flack for agreeing to and endorsing a poor contract. When Bill asked what we wanted in the new contract, he was told we wanted him out of our negotiations and out of our local. We didn't like the way he was keeping the members in the dark while negotiating our contract. Bill got a big ripping that night and that was the last we've seen of him.

A reading of our financial statement was unheard of at membership meetings. Questions concerning our books came up at a recent meeting. The executive board replied that we would have to make an appointment with Bill since he was in New York running Local 732. After we circulated a copy

of the local's LM-2 report, Bill conveniently placed in our quarterly (if we are lucky) newsletter the financial statements for three months. When we tried to ask questions about these reports at the meeting, we were again told that we would have to make an appointment with Bill in New York. Frustrated, a motion was made to demand that Bill be at the next meeting. At that point President Tom Dobbins got mad, ended the meeting, took his gavel and went home.

These are just a few examples of what we have to deal with in Local 2727. But rather than throw our hands up in disgust, we decided to organize. When the executive board suspended the summer meetings without a vote of the members, we decided to hold our own. We are building TDU to take our union out of the hands of its absentee landlord and put it back in the hands of the rank and file. We are getting other mechanics involved in their union again. Soon the members of Local 2727 won't have to ask, "Where's Bill?"

NWA Flight Attendants

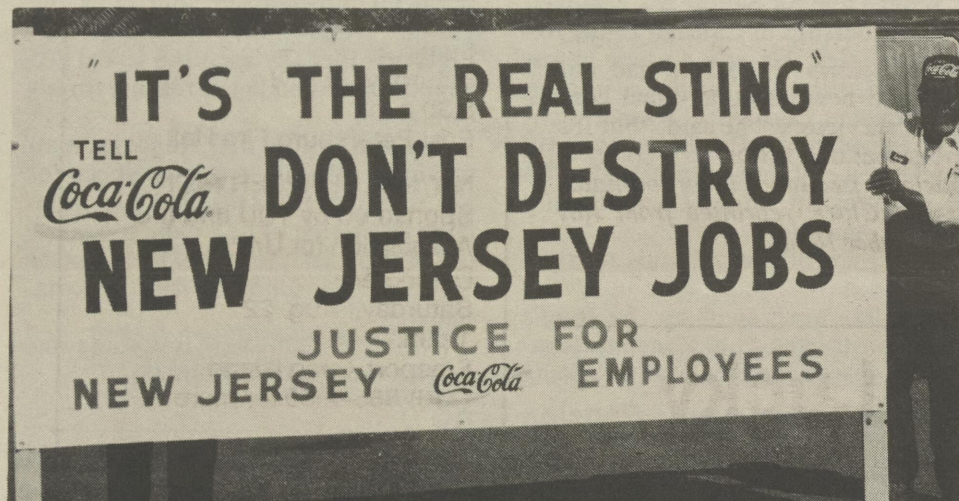
Local 2000 Election Postponed

The 9,500 Northwest Airline flight attendants who voted by a surprising 2-1 margin to stay in the Teamsters union on March 12 received word from General President Ron Carey that the ballots for the upcoming Local 2000 officers election would not be mailed out due to an election protest.

Newly formed Local 2000 is a direct result of the needs and wishes of flight attendants to consolidate into one local. NWA flight attendants previously were members of six locals covering 10 bases. Nominations for Local 2000 officers were held on June 29. Ballots were to be mailed out July 10 and counted on Aug. 8. However, an election protest was filed against presidential candidate Bruce Retrum (currently principal officer of Minnesota Local 2747) and Northwest

Airlines. The protest stems from an article Northwest ran in *Passages*, its official publication, about Retrum's candidacy. *Passages* is mailed system-wide to all Northwest flight attendants.

Because this is a newly chartered local, the protest went directly to the International union. Carey, in a July 9 letter to all Northwest local unions, acknowledged receipt of the election protest and the supporting article. He stated, "It is unlawful for an employer to promote the candidacy of any person campaigning for union office. Because of the seriousness of this protest, I am exercising my authority as General President to postpone the election scheduled to begin July 10, 1992." Carey is authorizing an investigation and the election will be rescheduled once the protest is resolved.



NEW VIDEO RELEASE!

'Five Days That Shook the Teamsters'

Did you miss the '91 IBT Convention? Now celebrate the 1st Anniversary of that historic convention by bringing the proceedings to your home VCR! "Five Days That Shook the Teamsters," a two-hour video by TDUser Matt Micka, features highlights of the IBT Convention in Orlando, Fla., June 1991.

"... a must video for every union militant with a VCR ... skillfully edited ... a snapshot of the Teamsters at a certain moment in time ... all the turbulence and warring factions ... much of that bureaucratic apparatus that opposed Carey's reforms is still around, and much is left undone."

—Larry Duncan, Labor Beat, Chicago

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UNION SOLIDARITY

RAC Workers Win, Scabs Lose Jobs

The scabs who've been working at the aluminum plant in Ravenswood, W. Va., for the past 19 months will be leaving soon. On June 12, the 1,700 locked-out members of United Steelworkers Local 5668 ratified a new contract with the Ravenswood Aluminum Corporation (RAC) by a vote of 1287 to 181. Under the contract, all union workers who want to return will be offered jobs, displacing all 1,000 scabs the company had hired, according to local union president Dan Stidham.

The contract offers workers a \$1.25 hourly increase over three years, plus cost-of-living increases and a new profit-sharing plan. It will do away with a metal-price bonus that had been popular with workers. In exchange for dropping its unfair labor practice charges, which might have eventually won workers full back pay, the union agreed to a \$2,000 per worker back-pay award.

The biggest problem with the agreement, according to Stidham and others, is that it guts the old contract's work-rule protections. "Job combinations—that's the big issue," said Stidham. "We know that it's probably going to cost some jobs through attrition, and we'll have added duties." Elimination of work rules was the company's bottom-line demand, according to one source.

International Campaign

It took an international pressure campaign that has almost bankrupted the company to get RAC back to the table. The union persuaded some of RAC's biggest customers—including Coca-Cola, Stroh Brewery, Anheuser-Busch, and Miller—to stop buying RAC aluminum. As a result, the company's sales dropped from \$701 million in 1989 to \$491 million last year. The company defaulted on a \$71 million bank credit last month.

With the help of the AFL-CIO's Industrial Union Department, the Steelworkers also went after Marc Rich, a billionaire metals trader with an indirect connection to RAC. Rich, who fled the United States in 1983 to escape tax evasion charges, was hounded by the union for months. Several delegations of Ravenswood workers flew to Rich's haunts in Europe to publicize his bad reputation and organize support for the union.

The strategy apparently succeeded in splitting RAC's management, with a reconstituted board of directors axing former CEO Emmett Boyle, who wanted to continue the lockout. In April, the new board requested a court order to remove Boyle, saying there was a "basic disagreement as to the future direction of RAC ... RAC has lost and continues to lose cus-

tomers and suppliers as a result of the union's continued public relations campaign against the company."

Environmental Pressure

Belatedly, the union also went after RAC for its environmental record. The Steelworkers, together with seven environmental groups, charged that RAC was dumping over 2.5 tons of cyanide into the Ohio River every year and illegally spraying waste water on a nearby field, contaminating the groundwater. The union also amassed sufficient evidence of health and safety problems to get a wall-to-wall safety inspection. OSHA cited the company for 200 violations and levied \$600,000 in fines.

It took all these tactics, and the almost total solidarity of the Ravenswood workers (only 14 crossed picket lines, the union says) to win a new contract.

Ironically, the success of the campaign now casts a shadow over the company's future. Stidham and others said they feared the plant would simply be shut down if workers had not ratified the new less-than-ideal contract. "It's a victory," he said, "but it's a bittersweet one for us."

Article by free-lance labor journalist Laura McClure, reprinted from July issue of Labor Notes.

Union Launches Campaign at Lucky

continued from page 5

to alter its concessionary demands, but countered the strike deadline with a move to send in Southern California management in droves to learn the operations, the union shifted its tactics.

With the assistance of corporate campaign specialist Ron Carver, who

was dispatched by the International, the locals have decided to initiate a boycott and corporate campaign. Lucky's employees will continue, for the time being, to work without a contract while organizing a mass leafletting campaign at high volume stores on Friday evenings and weekends.

The new shift in tactics suggests that

this is a first step in a broad corporate campaign of slowly turning up the pressure on Lucky's with an eye toward softening up the company in the event that workers hit the bricks.

Corporate spokesman Dick Brydon warned employees, "A boycott against your employer is like shooting yourself in the foot." Clearly it's not the employees' feet Brydon is worried about. A similar corporate campaign at Safeway was successful only months ago in turning back that corporation's attempts to destroy Teamster jobs in a double-breasting scheme. Nonetheless Safeway was successful in forcing many key contractual provisions into arbitration. Lucky's strategy is to drag its heels, await the Safeway arbitrations, and then demand parity wherever the union loses ground in the name of "competitiveness."

The corporate campaign and boycott strategy against Lucky's can be successful as long as it is backed up by continued solidarity and militancy of the rank and file. In the end, strike action may still be necessary if Lucky's remains unreasonable.



CONGRATULATIONS, EDDIE! TDUer Eddie Schof, a New York Local 804 feeder driver, retired on June 12 after a 50-year career at UPS. Friends say that when Eddie first began driving, UPS was still using horse teams, but we think they're exaggerating a little. Eddie, pictured here on his final run with workers at one of his stops, has been a TDU activist since 1980 and we expect to see him every year at our TDU Convention. Says Eddie, "We've worked hard in Local 804 over the years, and now I've seen our International union returned to the membership. It's very gratifying to be able to retire now and know that somehow I've helped pass the torch to our younger Teamsters."

TDU Meets

ATLANTA

Saturday, Aug. 1
7:30 p.m.
College Park Fire Dept.
Sullivan Rd.
College Park, Ga.

EASTERN MASS./R.I. PICNIC

Saturday, Aug. 22
Noon to 5 p.m.
Hockomock YMCA Recreation Area
300 Elmwood St.
N. Attleboro, Mass.

HOUSTON

Pension Meeting
Saturday, July 25
1 p.m.
Days Inn East
I-10 East Mercury Dr. exit

JANESVILLE, WIS.

Sunday, Aug. 23
4 p.m.
VFW Hall
1015 Center Ave.

LANCASTER, PA.

Workers Compensation Seminar
Saturday, Aug. 8
8:30 a.m.
East Petersburg Fire Hall

N.Y./N.J. CHAPTER PICNIC

Sponsored by TDU and the Association for Union Democracy
Saturday, Aug. 22
1 p.m.
Freeport, Long Island
(718) 855-6650 for more info

N.E. PA. PICNIC

Sunday, Aug. 16
10 a.m.
Fenner's Farm
Sciota, Pa.
\$12.50/person
(717) 595-2411 for more info

READING, PA.

Saturday, Aug. 8
1 p.m.
Temple Democratic Club
776 Mt. Laurel Ave.
Temple, Pa.

SAN ANTONIO

Pension Meeting
Sunday, July 26
1:30 p.m.
Carpenters Hall
611 N. Flores

SAN FRANCISCO

To be announced
(415) 621-7507 for more info

SEATTLE

Saturday, Sept. 12
9 a.m.
El Centro de la Raza
2524 16th Ave. S.

TACOMA, WASH.

Saturday, July 25
Portland Ave. Community Center
3513 Portland Ave.

TDU RANK & FILE CONVENTION

See back page
to register now

TDU RANK & FILE CONVENTION

Henry VIII Hotel • St. Louis

The most important Teamster event of the year takes place in St. Louis on Oct. 23-25—the TDU Rank & File Convention. Active, involved Teamsters from every level of our union—International and local officers, and rank and file Teamsters—will gather to plan our priorities for the next year, attend educational workshops, and share information and ideas.

The convention will begin at 1 p.m. on Friday with special sessions covering cooperative management schemes, Jobs with

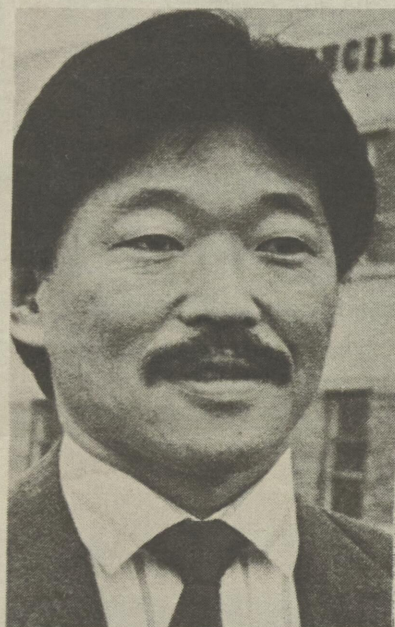
Justice, and TDU in the New Teamsters Union.

Educational Workshops

Some 20 educational workshops, led by Teamster leaders, labor educators and attorneys, will cover such topics as your legal rights on the job and in the union, using the grievance procedure, running for local office, pension rights and reform, and building successful local union leadership. Company and jurisdictional meetings will give members a chance to plan national strategies and share information. There will also be meetings for retirees, women Teamsters, spouses, and others.

The convention is TDU's highest body and elects our leadership for the coming year.

Want to know more? Call us at (313) 842-2600. Want to attend this important event? Register now!



Bob Hasegawa
Local 174 Secretary-Treasurer
Seattle

As a newly elected principal officer I've found that running a 5,400-member local union is a challenging task. I look forward to sharing my experiences with other New Teamster leaders. I've learned a lot at past TDU Conventions and look forward to learning even more about building successful union leadership in my local. I am also eager to share my experiences with rank and file members who aspire to reform their locals and help to build the New Teamsters Union.

Register Early, Win a Prize

As an added incentive to register early, a name will be drawn from the first 100 members who register, for a free room upgrade at the Henry VIII Hotel. Registration must include at least 50% deposit to qualify.



We'll Be There!

Terry and David Dethrow
(Pictured with author Studs Terkel)
Local 688, UPS
St. Louis

Our struggle within the labor movement today should involve everyone, including our children. By including our families, we only strengthen our movement. Ken Paff said at the 1989 TDU convention that "democracy is not a spectator sport, it's a participatory sport." I am proud to say that my wife Terry is involved and will most certainly attend the next TDU Convention. We encourage all spouses to do the same.

TDU Rank & File Convention, October 23-25

REGISTER NOW!

Postmark your registration no later than Oct. 2 and receive \$10 discount (\$5 if for one day). See below for travel discounts that may also apply.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and entertainment (cash bar extra).

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Reserve rooms through TDU at special group rate. All rooms \$60 per night (tax included), either single or double. If sharing cost of room, please indicate other party.

CHILDCARE

Must be reserved in advance. Suggested donation of \$30 per child to defray costs.

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Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

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TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

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If registering for others please include same info.

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Sat. & Sun. \$100 x _____ = _____

Sat. only \$70 x _____ = _____

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___ Double room (with _____)

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of nights _____ x \$60 = Housing Cost = _____

___ # of children Childcare donation = _____

☐ \$30—one year membership

☐ \$75—three year membership

☐ \$15—spouses, retirees and Teamsters
grossing less than \$12,000 per year

Membership cost = _____

TOTAL COSTS = _____

___ \$10 if postmarked by Oct. 2 (\$5 if one day)

___ \$10 travel over 500 miles one way

___ \$20 travel over 800 miles one way

Total discount = _____

Cost minus discounts = _____

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